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workers either by open clauses in their constitution or by secret understandings and must throw the doors of the Union wide open to the Negro workers welcoming them upon a basis of full equality.

The American Negro Labor Congress calls for the immediate removal of all bars and discrimination within the Unions and demands equality, of treatment in wages, opportunity for employment and representation in Union administration and instructs its members to fight energetically to effect this in all unions.

This Congress condemns all scabs, Negroes who improperly recruit, strike breakers and whites who discriminate and monopolize employment. It resents the branding of Negroes as strike-breakers and points to the fact that where Negroes have been fairly treated they have made as loyal and aggressive Union men as any other group of workers.

This Congress further condemns all efforts from whatever source to segregate the Negro workers in separate unions and demands that all such discrimination be abolished immediately.

Any divisions in the Trade Unions and all dual or secession movements will be firmly opposed by this Congress, but it declares that the Negro workers must organize their own Unions to protect themselves and to fight their way into the Unions as equals.

The American Negro Labor Congress hereby instructs its officers and members to unite with all progressive bodies in the American Federation of Labor to eradicate the various evils of race discrimination in the Unions and to believe that unity of black and white workers which alone can insure their elevation and emancipation is absolutely necessary.

H O U S I N G

THE AMERICAN NEGRO LABOR CONGRESS declares itself unalterably opposed to the segregation of our people in separate residence districts. We declare the discrimination against Negroes in regard to which part of a city they may live and which part they may not live is a political question and must be dealt with just as we deal with discrimination in voting. The time has come when the living accommodations of the public cannot be left to the private control of a few wealthy parasites who decide where the colored man may live and where he may not live or whether or not he can have a house to live in at all.

We demand legislation by which all tenements, apartment houses and homes to let shall be subject to the claim of the first comer, regardless of race or color or the will of the landlord.

It is common knowledge that Negroes are customarily charged rent at a rate of 20% to 100% higher than is charged for the same apartments rented to white people. We demand legislation for a fixed rental for all places to be let with heavy penalties and damages whenever a landlord charges higher rents for one race than would be charged another race for similar accommodations.

We declare that any Negro real estate agent who connives in charging more rent to his own people than would be paid by whites is a renegade and a traitor to his own people.

In advocating the foregoing measures of relief we do not regard them as being permanently effective. This Congress advocates the taking over of all rented residences by the public to be rented without discrimination of color to the people at a fixed low rental. We further advocate that the housing shortage in

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the cities and towns be relieved by the local government building modern apartment houses to be rented on the above basis.

It is also a custom of large employers of colored and white labor, such as mine operators and mill owners, to house their employes in "company houses" and thereby control the lives of the workers, being able to throw them out of house and home whenever they so wished and whenever there is a disagreement about wages or working conditions. We demand any legal measure that may be necessary to prevent any employer of industrial labor owning or controlling the homes rented to his employes.

Pending legislative relief, and during the present period when the Negro's rights are ignored by governmental agencies, we call upon the residents of all Negro communities to organize colored tenants' unions so as to be able in an organized way, to pay exorbitant rents or to consent to live in inferior buildings or segregated districts.

CONSTITUTION of the AMERICAN NEGRO LABOR CONGRESS, Adopted at its
FIRST NATIONAL CONVENTION, CHICAGO, OCTOBER, NINETEEN TWENTY-FIVE

1. The name of this organization shall be -

THE AMERICAN NEGRO LABOR CONGRESS

2. The Purpose of this Organization shall be: To unify and strengthen the efforts of all organizations of Negro workers and farmers, as well as organizations composed of both Negro and white workers and farmers, and sympathetic organizations, and also individuals, for the protection of discrimination, persecution, and exploitation of the Negro race and the working people generally. And, with this aim, it is especially our purpose to bring the Negro working people into the trade unions and the general labor movement with the white workers, and to remove all bars and discrimination against Negroes and other races in the trade unions so that all races may have complete equality in the labor movement. And further it shall be our purpose to aid the general liberation of the darker races and the working people throughout all countries.

3. The Membership of the American Negro Labor Congress shall consist of the full membership of all affiliated bodies and also of individuals wishing to aid its purposes and being affiliated; and the membership shall at all times consist mainly of Negro working people and farmers.

4. The Congress in its first annual session, and in each annual session thereafter, shall elect a General Executive Board of 25 members, the majority of whom must be composed of working people. The General Executive Board shall meet immediately after the close of the annual Congress, in an organization session which shall choose the Council of Directors, seven members, and the Auditing Committee, three members.

GENERAL EXECUTIVE BOARD

5. The General Executive Board shall meet at least once during the year between annual congresses, and also once a year within the ten days preceding the convening of the Congress, and shall have full authority to act in the name of the Congress between congresses. The General Executive Board or the Council of Directors between meetings of the Board, shall have authority to add a limited number of members to the General Executive Board to the extent of making the total Board consist of 35 members, provided any additions shall be persons strictly in the character of this Congress. The Executive Council shall have power to elect a general Secretary-Treasurer, and to fill vacancies in the position of General Secretary-Treasurer, or in the Council of Directors or in the Auditing Committee, but in filling vacancies in the Auditing Committee the Secretary-Treasurer shall not be entitled to vote. The Executive Council shall have authority to call the annual conventions of the Congress, and also to call or to join with any other appropriate organization in issuing a joint call for world congresses of such a kind as would in its opinion serve the interests of

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the Negro masses. It shall have authority to negotiate and to make friendly arrangements for cooperation with other Negro organizations or Labor organizations of economic or political character, but not with any organizations or persons antagonistic to the Negro race or to the working people as a whole, nor shall any negotiation or arrangement or cooperation be made with any political organization or any person for political purposes, except with a political organization of the working class or farming class.

COUNCIL OF DIRECTORS

6. The Council of Directors shall reside in or near the city of the headquarters of the American Negro Labor Congress, and shall constitute a constantly working and directing body, responsible to the General Executive Board and to the Congress, and shall exercise all of the authority of the Congress and the General Executive Board between meetings of the Executive Board, to act for them and in their name in all matters within this authority. They shall meet at least once each week.

GENERAL SECRETARY-TREASURER

7. The General Secretary-Treasurer shall call regularly and special meetings of the Council of Directors, and shall have authority to act for the Council of Directors under its instructions during the period between meetings of the Council, and shall be the general executive officer and treasurer of the organization.

MEMBERSHIP

8. Membership in the American Negro Labor Congress shall be both individual and collective - that is, individuals may join it singly; and organizations as a whole may join it by affiliating in a body.

INITIATION FEES & DUES

9. The initiation fee for individuals shall be 25 Cents and the membership dues for individuals shall be 10 Cents per month. For organizations which desire to join the Congress as a body, special arrangements for a lower rate of dues for each member of the affiliating body may be made by negotiating with the Council of Directors, who shall act according to their best judgment in setting a rate of dues in each separate case. There shall be no initiation fee for organizations.

NOT A RIVAL ORGANIZATION

10. The American Negro Labor Congress is not a rival organization as against any other existing organization wishing to serve the Negro people, nor a rival to any labor organization. On the contrary the Congress wishes to give cooperation and brotherly help to all bona fide organizations having the interest of our people at heart. The Congress invites the affiliation of all such organizations. Especially the American Negro Labor Congress will not be a rival to any trade union or labor union, but will do all in its power to build up and strengthen all bona fide organizations of the working people. Our attitude toward ~~any~~ any bona fide labor union is, - we want our people to join it; we want our people to strengthen it; If any labor union excludes persons of our color we demand that it shall let them in for the mutual benefit; if it will not let our People in, we will encourage the formation of unions of

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our people, not as rival unions but as unions demanding to be joined together with the former union in a single organization for all races without discrimination. We favor that all Labor Unions shall affiliate with the American Federation of Labor wherever this is reasonably practicable and creates a larger unity of labor. Otherwise - that is, where the general labor organization in a given field is not affiliated to the A F of L - such independent union will receive our support, although our influence will be used in general to bring all labor organizations into the American Federation of Labor.

LOCAL COUNCILS

11. Local Councils of the American Negro Labor Congress shall be formed in all communities where there are Negro working people. These local Councils shall be formed by delegates elected by all local Negro labor unions and mixed labor unions, and delegates from all sympathetic organizations of the Negro Race and it shall also include delegates from trade unions not having Negro members provided that these endorse the program of the American Negro Labor Congress and do not exclude Negroes by discrimination. The majority in every local council shall consist at all times of Negro working people. Thus the composition of the local councils shall be of delegates from the following:

1. Negro Labor unions.
2. Mixed labor unions not having any rules or customs discriminating against Negroes.
3. Groups of Negro industrial workers organized for the purpose of obtaining admission into existing unions.
4. Organizations of Negro agricultural workers.
5. Delegates elected by groups of three or more Negro workers (or mixed Negro and white workers) who work together in a workshop, factory, or farm.
6. Additional delegates to be elected by a local enlarged council.

The local council should meet regularly - once a week wherever this is possible. The Local councils should also call meetings of the entire membership of all organizations affiliated with the local council as well as the individual members of the Negro Labor Congress, such general meetings to be called the ENLARGED LOCAL COUNCIL. Also all Negro industrial workers who sign a card declaring their desire to be organized into unions shall be admitted to full participation in these enlarged local council meetings. Meeting of the enlarged local councils shall be public.

In all cases where the word "Union" is used, it is understood and specified that the many existing so-called "company unions" (organized or controlled by employers) are not considered as unions. However, any minority within such a "company union" may, upon organizing as a minority and declaring its purpose to attain the quality of a real labor union, be entitled to representation in the local council and also to the National Congresses.

The functions of the Local Councils are to carry on in each locality the work for the aims and purposes of the American Negro Labor Congress as embodied in the resolutions adopted by the Congress, and especially to apply locally the program for winning the rights of the Negro workers in the trade unions and for the organization of the unorganized Negro workers, for obtaining cooperation

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between Negro workers and white workers on the basis of full equality, for preventing the use of one race against the other in strikes or in the under-cutting of wages, and for the organized, harmonious cooperation of Negro workers and white workers to prevent lynching and race riots, to abolish segregation of Negroes in residence and in schools, etc.

The Local Councils undertake the following tasks:

(a) To obtain full information of local labor conditions, to be supplied to the national office by the local secretary who shall report regularly once a week.

(b) To canvass local labor unions and central bodies for support of the Negro Labor Congress, keeping the local labor unions constantly supplied with information, obtaining endorsement of the congress, together with financial contributions, and ultimately to send delegates from the Local Council to the annual Congresses and to influence all other eligible organizations to send their delegates to the annual congresses.

(c) Organizing mass meetings and otherwise conducting public activities for the American Negro Labor Congress, and its aims and program.

(d) The Local Committee shall seek to have fraternal delegates seated in local central labor bodies.

(e) To obtain money contributions for the congress.

(f) To obtain connections with local Negro farmers organizations, to obtain from these endorsement of the Congress, and to keep the farmers organizations in touch with the national office.

(g) To obtain endorsement of the congress from local Negro societies of the professional class.

INTER-RACIAL LABOR COMMITTEES

12. The local Councils of the American Negro Labor Congress shall be charged with the duty of negotiating with all trade unions and other labor organizations of whatever nature, and with all Negro race organizations, in the endeavor to establish in each locality an INTER-RACIAL LABOR COMMITTEE, to be formed of delegates from Negro workers' organizations and white workers' organizations. These inter-racial labor committees are to have the purpose of organized cooperation of the working people of both races to establish between them harmony, understanding, and good will; to bring all Negro workers into the trade unions on equal footing, with equal conditions, equal pay, equal rights to all kinds of employment, so that there will be no more conflicts between the working people of the two races, but that all can strive together to improve their condition.

OFFICERS OF THE LOCAL COUNCILS

13. The local councils of action shall elect local presidents, secretary-treasurers, and other officers, and shall be permanent bodies kept in direct correspondence with the national office.

CHARTERS FOR LOCAL COUNCILS

14. Charters for local councils shall be issued by the secretary-treasurer of the national organization after obtaining

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authority from the Council of Directors.

REPRESENTATION AT NATIONAL CONGRESS

15. Representation at the annual congresses of the American Negro Labor Congress will be accorded to all organizations of the Negro working people and especially labor unions of our people; also Negro farmers' organizations, and fraternal and benefit societies; and also the local councils of the American Negro Labor Congress. Both organizations of a local character and organizations of a nationwide character shall be entitled to representation at the national congresses. Local organizations eligible to the congress which are affiliated with the local councils may send their delegates direct to the Congress in addition to the delegates of the local councils themselves. Organizations and groups which are of the character herein specified may send their delegates to the national congress, whether they are affiliated to the local council or not. The representation at the Congress shall be upon the basis of proportional representation as far as this is practicable within the judgment of the annual Congress, and provided that in the Congress no delegate has more than one vote.

16. The Local Council shall permit organized groups of three or more persons of a character consistant with the aims of the Congress among unorganized workers in factories, shops, farms, etc. to affiliate with the local councils and to send delegates to the local councils.

OFFICIAL ORGAN

17. The Negro Champion is the official organ of the American Negro Labor Congress. The editor shall be appointed and directed by the Council of Directors. It shall be the duty of every member of the American Negro Labor Congress to subscribe to the Negro Champion, official organ of the Congress, and to obtain subscriptions and to circulate the paper to the best of his ability. It shall be the further duty of every member to observe all events in his or her locality, and especially in the workshops where Negro workers are employed and in the trade unions, and to report these events to the Negro Champion in a spirit best calculated to explain and to solve the problems of our oppressed people. Every member of the American Negro Labor Congress becomes a duly accredited local correspondent for the Negro Champion.

NEWS BUREAU FOR IMMEDIATE RELEASE

AMERICAN NEGRO LABOR CONGRESS

Special Mass Meeting Under Auspices of The All-American Anti-Imperialist League.

CHICAGO, Ill., Oct. 27, 1925. The fifth session of the American Negro Labor Congress, held at 3120 Giles Avenue, Metropolitan Community Hall, convened at 8:30 p. m. Chairman W. C. Francis announced that the American Negro Labor Congress session for the evening had been turned over to the All-American Anti-Imperialist League and the program for the evening was under their auspices.

UNUSUAL PROGRAM

An unusual program was featured by the League in which many different nationalities made appearance. Speeches were made by members of four distinct nationalities.

The National Organizer of the American Negro Labor Congress, Lovett Fort-Whiteman, gave a brief outline of the general status of the Negro, economically, politically, and socially. He emphasized the fact that Imperialism was reaching to countries all over the world, hence imperialism in its relation to the working class, was of international significance.

MONROE DOCTRINE ASSAILED

Chairman Francis, in his introductory remarks, touched upon the economic and political conditions of the subject peoples of the entire world and attacked the American contention for the justification of the Monroe Doctrine. In this charge against a policy of "America for Americans" exists a political outlook of international significance, according to the speaker. "If America insists upon strict enforcement of the Monroe Doctrine, then all Latin-Americans and African interest should announce a "hands off" policy towards the imperialist nations of the world."

FIGHT OF RIFFIANS HAILED AS INITIAL STEP

Without exception, the speakers on the program paid highest tribute to the struggle of the Riffians against French and Spanish imperialism and enlisted the sympathy of the Negro race represented in the interest of the Riffian peoples. The economic significance of their struggle was explained and theirs was hailed as the initial step of the oppressed peoples in resistance against the iron heel of imperialism. Abd-el Krim's name brought down a thundering applause when his leadership was lauded by speakers.

MEXICAN SPEAKER BRINGS
MESSAGE OF OPPRESSED MEXICANS

A. Rodriguez, representing the unorganized Mexican coal miners of Pennsylvania, outlined in his peculiar but impressive

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oratorical style, the conditions of the Mexican peoples whom he represented. His discourse brought many interesting facts to the minds of the listeners which could never be known through the imperialistic press. Rodriguez emphasized the necessity of racial unity in the fight against imperialism. His style, ranging from witty sarcasm to pathetic appeal held the listeners spell-bound.

UKRAINIAN CHORUS SINGS IN NATIVE COSTUME

A Ukrainian chorus of twenty voices made an impressive entrance at this junction of the program and presented a unique picture as they sang their native songs in foreign tongue. They were costumed in native habit.

GOMEZ BRINGS DIRECT MESSAGE FROM LEAGUE

Emanuel Gomez, secretary of the All-American Anti-Imperialist League, gave an interesting description of the work of the League and enlisted the sympathy and support of the American Negro Labor Congress by introducing a resolution which was unanimously accepted.

In response, a large number of applications for membership to the League were signed by the audience.

CHINESE STUDENT BRINGS MESSAGE OF TERRORISM

Chao Ting Chi, representing the Chinese Students of the Chicago University, the Chinese Welfare Association, and, officially, the oppressed peoples of China, delivered a forceful and pathetic description of the Chinese peoples suffering from British and Japanese imperialism.

The speaker's description of the massacre of Chinese students by the British in Shanghai moved the listeners to impressive silence expressing deepest sympathy mingled with awe. The young Chinese student was bitter, and radical in his attack against imperialism and his expression of conviction that the only hope of the oppressed Chinese people was revolution, was greeted by thunderous applause.

PRESS SERVICE

By W. L. White of O. of Montgomery, W. Va. of
the A. B. B.

Report on working conditions in West Virginia

District Report

On the C. & O. R. R. Co., such positions as engine hostler, brake-rigging, and box packers and grease plugging are generally held by the Negro workmen. The conditions are such when any of these men are off duty, the positions are filled by the white workers. Whenever the white machinist helper takes a day off, the position is then taken over or filled by a Negro workman although they do not allow this Negro workman the same pay as that of the white machinist helper. Owing to the fact that he is a Negro he does not receive pay as the white employee.

There is another condition that exists among the laborers; a white employee after being in the company's service for five years, he has the privilege of getting a card pass for their families, they also can obtain school passes for their children. "Owing to the fact that they have no street cars in the City of Montgomery, W. Va., most of the populace use the railroads as means of transportation." The colored employees are denied these privileges altho many are employed at the Hanley shops.

Altho there are many Negroes in the Maintenance of Ways Union, which is a Federated Body, they have done nothing to eliminate these conditions of discriminating tactics employed by the railroad company, yet the unions are constantly advocating that Negroes should become members of this Jim-crow organization. These are facts and I defy them to prove that they have done anything in these cases to abolish this policy pursued by the R. R. Co. The unions in this vicinity are the Brotherhood of Railway Trainmen and the International Fireman's Union. The Brotherhood of Railway Trainmen and the International Firemen's Union do not permit Negroes to join.

The condition among the miners is very deplorable especially in regards to the housing conditions, there has been a tremendous slash in the wages which is always a direct policy of the employing class.

They have been forcefully evicted from the Company houses, they have also been denied credit in the stores by the business men of the town. These men have been forced into abject poverty, they now reside in tents along the Kanawha river, they are dependent upon the United Mine Workers for necessary subsistence of life. How long these conditions will last I cannot state at present. It only goes to prove the necessity of an organization. The time has come for the Negro, especially the working class element, as well as the white worker to combine their strength and fight the common enemy. Mr. Green and Mr. Orlando of the American Federation of Labor have warned the Negro to keep away from the American Negro Labor Congress stating that it was a Red organization of Communist affair and it was only to promote strife and to incite race hatred among the workers of both races. The above statement only tends to show that conditions, such as among the miners and railroad employees are directly responsible for certain attitudes taken by the working class. It is my recommendation that all Negroes rally to the American Negro Labor Congress until these conditions

Attached hereto is the program of the
Negro Women's Household League,
of Chicago, including Constitution
and By-laws, and names of
officers, given to the girls, with
the understanding that we would
lend our assistance in helping
to establish branches of this
organization in our respective Towns.

Constitution

Preamble

We, the Negro Women's Household League of America, in meeting assembled, and organized to protest against the high cost of living, unclean alleys, streets and sidewalks.

To encourage neater kept windows, lawns, children and better housekeeping in general. We are calling on every woman to join our league and support our program that we might have better homes and healthier families.

1.

The name of this organization shall be "The Negro Women's Household League of America."

2.

Officers shall be president, vice-president, secretary-treasurer and publicity director.

3.

Regular meeting shall be called by the secretary twice per month. The president may call special meetings if necessary.

4.

The Executive Committee shall consist of president, vice-president, secretary, treasurer, and publicity director and one member from the floor.

5.

The president shall be chairman of the said committee.

6.

The member of this organization shall pay 25c per month for dues.

7.

This money shall be used for refreshments served at the meetings and for such other purposes as the secretary may see fit.

8.

Each month the members of this organization shall entertain their husbands or male friends or any club that may be selected by the organization.

(Constitution continued on next page)

CONSTITUTION (Continued)

9.

Subjects of interest to this organization will be discussed each meeting from the floor by the members.

10.

Election of officers shall be held first week of April each year. Each officer so elected shall serve for one year, unless removed by the decision of the executive committee.

11.

President shall preside at each meeting, also be privileged to call special meetings if necessary and appoint all committees. Vice-president shall preside in the absence of the president. Secretary shall keep all records, receive and turn over to treasurer all dues and other funds that may be collected, and handle other correspondence that may be necessary. The treasurer shall receive and keep records of all funds and pay out money only by the consent of the body. Signed by the president and secretary.

The publicity director shall act as reporter of all news pertaining to the activities of this organization and see that such activities are continually kept before the public.

The office of this League is at 3456 Indiana Ave.; Phone Douglas 6726. Elizabeth Griffin, President; Home Phone Douglas 5923.

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Program of the Negro Women's Household League

1. We advocate shorter hours; more pay for working women.
2. Promotion of unionism among Negro women.
3. State regulation of house rentals.
4. Better working conditions for working women.
5. Increased opportunities of employment for Negro women.
6. Leisure hours for study for Negro women.
7. More public schools to be built.
8. Opposition against all racial discriminations.
9. Against all forms of militarism.
10. Abolition of segregated dressing rooms.
11. Reduction of cost of living thru collective buying of food stuffs.
12. To undertake at once special work toward improving and shortening the hours of work among women doing day work, those employed in laundries, meat packing industries, lamp shade and garment factories thru organizing in the A. F. of L.
13. Systematizing the management of the household for women.
14. Health hints to women, the care of themselves and children.
15. When any troubles or dissatisfaction arising on your job and you do not belong to the union, bring your complaints to the Women's Household League.

Office, 3456 Indiana Ave., Room 8, Phone Douglas 6726

Elizabeth Griffin, President, Res. Phone Douglas 5923.
Berene Sogers, Vice-Pres.; Ethel Hall, Treasurer;
Rosina Davis, Secretary.

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About two hundred and fifty copies of letters were mailed to Pittsburgh and vicinity to colored people by W.L. Francis, a delegate. Attached here-in copy of letter.

Dear Fellow Workers:

It is with the deepest pleasure that I write to you at this moment, relative to the American Negro Labor Congress, which has convened now in the city of Chicago.

The Congress was opened on the 25th of October, with delegates representing Negro Workers, organized and unorganized. Also members of Associations, and various organizations.

As you are aware, the object of the American Negro Labor Congress is to arouse the sleeping consciousness of the working class, both black and white to the essential duty of understanding each other so that they may be able to fight the common enemy.

CAUSE OF RACE DISCRIMINATION.

Race hatred, discrimination and exploitation are the by-products of imperialism. And since the imperialists are all organized to exploit, ravish and kill the unorganized--then it is a point of duty that the workers not only of America, but the world present a solid front for their own protection.

The Congress that is now in session is an historical event that will have far reaching consequence upon the entire race, and the working class of the world.

We are now relying on your cooperation, morally and financially to make this conference more than a passing show.

Trusting that you will give this letter your deep consideration and effective cooperation.

Sincerely yours,

AMERICAN NEGRO LABOR CONGRESS

SEC

Pittsburg Branch

P.S. You are requested to solicit members from your branch taking names and addresses of ten or more, and sending same to 805 James Street, N/B
Pittsburg, Pa.